

## About us

Expand Research celebrated its 21st anniversary in 2022 and has been a wholly-owned subsidiary of BCG for over 10 years. Expand provides peer benchmarking and research to the world's leading financial institutions – across banking, capital markets, private equity, asset & wealth management segments, and more recently ESG by leading the benchmarking efforts for the ESG Data Convergence Initiative. Our capabilities focus heavily on measuring firms' performance from a technology, operations, and human capital perspective looking at investment and outcome metrics and KPIs. Clients use our research and syndicated benchmarks to inform product and strategic roadmaps, investment decisions, staffing and product strategy, and facilitate their budgeting process. The Expand team services clients out of London, New York, and Singapore.

Our enthusiastic and committed team has a friendly, diverse small company feel with regular social events and a highly collaborative, professional, supportive and entrepreneurial working culture.

## Job description

Associates support the Delivery team with data analysis projects for clients in the financial services industry with a focus across Asset & Wealth Management, Corporate and Investment Banking, and Commercial Banking. The role involves handling and examining large data sets, and using these to share benchmarking insights with clients to help improve their efficiency and business performance.

Associates are encouraged to take responsibility for their own deliverables ranging from periodic benchmarking activities to bespoke client projects and industry roundtables. Additionally, they may assist with the management of client accounts and support the development of internal initiatives such as knowledge sharing groups, process improvements or organising social activities.

While oversight is provided by senior team members, Expand's culture puts emphasis on personal ownership from the very start of your career. Associates get involved in all aspects of the delivery lifecycle, from sales through to initial data collection, thorough analysis, visualisation and communication of the findings to the client. In addition to allowing you to see the results of your work, this provides a great deal of diversity on the job and enables you to develop broad business skills and knowledge. As you progress you will have an increasing level of direct client exposure, which in many cases reaches C-level executives. Experienced Associates also get involved with BCG cases in addition to our direct client work, providing exposure to high-level stakeholders within our parent-company.

We are looking for proactive, curious and diligent individuals: analytical and articulate problem solvers who, with clear instruction, will play a large part in the delivery process. The role involves learning and increasing business knowledge and technical skills quickly, with the resulting opportunity to progress internally and take on more responsibility as your knowledge grows.

## Job requirements

### Basic job requirements

- Bachelor's degree, preferably in a quantitative or science subject, with a 2:1 (+3.2 GPA) or higher or corresponding equivalent
- Interest in the financial services industry
- Relevant work experience/internship in financial services, consultancy, research or analytical work is helpful but not essential

### Key competencies

- Strong analytical skills, including the manipulation of data in Excel and translating the findings into clear messages and visuals
- Effective written and verbal communication with internal and external stakeholders and strong interpersonal skills
- Strong attention to detail, with a proactive, efficient and thorough approach
- Ability to manage multiple tasks and stakeholder relationships in parallel
- Collaborative, dependable, responsive team player with the ability to work independently and take initiative as you build trust



## Apply now

**This is an immediate vacancy, and early application would be an advantage.**

Please email your CV and cover letter, telling us why you are excited about this role and consider yourself to be a good fit for it, to [careers@expandresearch.com](mailto:careers@expandresearch.com) quoting reference UKAAWS.

Please also include your desired salary and confirmation that you are permitted to work in the UK, along with your notice period / available start date.

*At Expand we're proud of our inclusive, diverse and authentic team. It takes diversity of thought, culture, background and perspective to drive a global growing business, understand our clients' needs and create a welcoming culture for us all to enjoy.*

*Studies have shown that women and people of colour are less likely to apply for jobs unless they meet every single qualification, so if you're excited about this role but your experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyway. If you're a quick learner, conscientious and friendly, you might be just the person we're looking for.*

*By submitting your personal information, which could include a job application, you give Expand and BCG permission to process, screen and store it for the purposes of the recruitment process. We may share this personal information with a third party IT provider which hosts our recruitment platform and with third party assessment providers who assesses your qualifications as part of the recruitment process. Your personal information will not be shared with any other parties except as set out herein. For additional information, please review our [privacy policy](#) which we will update from time to time. You give Expand and BCG permission to retain your application and contact details to verify whether you have previously applied and so that we may notify you of further opportunities.*